

Exhibit 8A: WUKY Website Diversity Statement

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WUKY General Information

WUKY's Governing Board, click here (<http://www.uky.edu/Trustees/members/>).

WUKY Staff List and Contact Information, click here (<http://wuky.org/contact>).

WUKY Open Meeting Policy:

It is WUKY's policy to fully comply with the requirements of the Public Broadcasting Act of 1934 that meetings of its governing board be open to the public. WUKY's governing board is the Board of Trustees of the University of Kentucky. The primary purpose of the Board of Trustees is the operation of the university as a whole. As such, most of the Board's regular meetings are not subject to the open meetings provisions of the Act. When open meetings as defined by the Act are scheduled, the dates, times, and locations of those meetings will be published here.

WUKY's Financial Statement:

WUKY Audited Financial Statements Fiscal YR 2015-2016 (http://mediad.publicbroadcasting.net/p/wuky/files/201703/wuky_2016_audited_financial_statements_1.pdf)

AFR Fiscal YR 2015-2016 (http://mediad.publicbroadcasting.net/p/wuky/files/201703/wuky_2016_afr_0.pdf)

WUKY Diversity Statement:

Diversity and inclusion are integral to the strategic plans of both WUKY and our licensee, the University of Kentucky. We believe diversity should be reflected in both staffing and programming. Moreover we take a long-range view. The demographics of our country and region are changing dramatically. We must anticipate that change and stay ahead of the curve. Where will the next generation of WUKY staff and programs come from? How will we ensure WUKY will reflect the diversity of our community in ten or even twenty years? Thus, in addition to addressing diversity in new staff hires or programming choices made today, we are training a diverse crew of interns, reaching out to area high schools, and providing technical, programming & editorial support Lexington's two LPFM stations.

WUKY has eleven full-time and eight part-time staff members. It is always difficult with a small staff to perfectly mirror a vibrant community of over 300,000 people, particularly at a station that has historically low turnover rates. Indeed there have been no full-time job openings at the station for over two years. Despite this, WUKY's staff generally reflects our community in terms of race, ethnicity, economic status, geography, gender, age, and other diversity criteria. Women comprise over one-third of full-time staff, and we have one African-American staff member (part-time).

WUKY understands the importance of programming that reflects diverse voices and issues affecting minorities in our community. Thus WUKY News provided in-depth coverage of the fallout from the Supreme Court's historic ruling on same sex marriage and the continued defiance of Rowan County Clerk Kim Davis, who, citing religious freedom refused to issue marriage licenses to same sex couples. One WUKY Facebook post on the topic of same-sex marriage reached over 18,000 people, more than six times the number of WUKY Facebook fans. It was our widely read social media post up to that time.

WUKY also provided extensive coverage of the renewed debate over the placement of Confederate monuments across Kentucky in light of the tragic mass shooting at an historically black church in South Carolina. In addition we co-sponsored a public forum on the topic at Lexington's Carnegie Center. As a result of these activities, Lexington Mayor Jim Gray directed the Urban County Arts Review Board to review the city's policy on monument placement.

WUKY helped train and assist a team of Dunbar High School students to produce a podcast series devoted to teens, alcohol and drunk driving which subsequently won a national award. We plan to work with them again in 2016-17 on a podcast examining Dunbar's international students and the stories of their transition to America and our community. We continued to broadcast Key Conversations Radio, a weekly one hour program devoted to minority issues. WUKY also sponsored a wide array of diverse community events from the Pride Festival to the Lex-Latino Film Festival to the Women Writers Conference.

Our efforts to measure the impact of our programming on diverse audiences continues to be hampered by the lack of reliable ethnicity data from Nielsen and Media Audit.

WUKY's diversity program and FCC EEO compliance are reviewed annually by the Sanchez Law Firm and UK officials.

(updated August 2, 2016)

Exhibit 8B: Vice-President Allen Email Message re Unconscious Bias Initiative

tom godell

Gmail

Move to Inbox

COMPOSE

WUKY UNCONSCIOUS BIAS TRAINING EMAIL FROM TERRY ALLEN A

Inbox (11,001)

Starred

Important



Susan



Donna Galati

Invitation sent



Ken, Wendy

Missed video call



Ken Thompson

You: <https://maps.google>



Cristen Pascucci

You: Hi, did you get my ei



Amy Leland

Can you see me here?



clover119

You: Hi, I just looked up y

Susan Jenkins <susanjenkins2348@gmail.com>

to bcc: me

Susan M. Jenkins, The Sanchez Law Firm, P.C., 1155 F Street, N.W., Suite 1050, Washington

Sent from my iPad

Begin forwarded message:

From: "Godell, Tom J" <Tom.Godell@uky.edu>

Date: February 21, 2017 at 12:23:40 PM MST

To: Susan Jenkins <susanjenkins2348@gmail.com>

Subject: FW: Additional Info.

From: Allen, Terry

Sent: Tuesday, March 01, 2016 2:53 PM

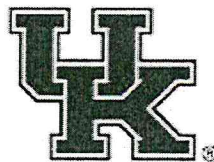
To: Godell, Tom J

Subject: Additional Info.

Tom,

I omitted a critical piece that I thought about on my way back across campus. Collaborative student member of the University community will go through unconscious bias training. A la implementation.

Thanks,



Terry D. Allen

Interim Vice President for Institutional Diversity

University of Kentucky Office for Institutional Diversity

311 Main Building | Lexington, KY 40506-0032

O: 859-257-9293 | F: 859-323-2800

tallen@uky.edu | www.uky.edu/diversity

Exhibit 8C: HR Email Newsletter

responsibilities of your position. The next training session is scheduled for April 26.

Sincerely,

Kim Wilson
Vice President and Chief Human Resources
Officer



Nominations open for Student Employee of the Year

Please join UK Human Resources Student Employment in recognizing outstanding contributions and achievements of UK student employees.

If you have a student employee in your area you would like to nominate for Student Employee of the Year, please submit a nomination by March 17. In order to be nominated, students must:

- Currently be work-study or hourly student employees at UK.
- Have completed or expect to complete at least six months of part-time or three months of full-time employment before April 2017.
- Be in a UK undergraduate degree program and enrolled at least half time for both the fall 2016 and spring 2017 semesters.

Each finalist and their nominating supervisor will be recognized at an award ceremony on April 11.

Holding yourself accountable for your goals

Accountability is often a major key to achieving your goals. While working in partners and groups can be powerful, but this article from Fast Company argues focusing on yourself by asking "what" and "how" questions can be the best way to hold yourself accountable.

[Read the article >](#)

Take advantage of Employee Education Program

Obtaining an advanced degree can give you a leg up and open more career development opportunities. The program waives tuition for two classes per semester for UK employees.

One such option for continuing education is the professional MBA program at the Gatton College of Business & Economics. Attend an open house 6-7 p.m. on March 2 to learn more.

[Learn more about the Employee Education Program >](#)

[Attend the MBA open house >](#)

students' contributions outside the classroom.

Sincerely,

Kim Wilson
Vice President and Chief Human Resources
Officer



**Unconscious Bias awareness
courses now open for online
registration**

Beginning in April, campus staff will be able to enroll in Unconscious Bias awareness training via myUK.

We are in the process of rolling out this training so colleges and units may take it as a group, and many of you have already participated or are on the calendar to receive